

MBA III Semester Supplementary Examinations May 2018

PERFORMANCE MANAGEMENT

(For students admitted in 2013 as a last chance)

Time: 3 hours

Max. Marks: 60

Answer any FIVE questions
All questions carry equal marks

- 1 Define performance appraisal. How do organizations appraise the performance of employees? Explain modern methods of performance appraisal.
- 2 (a) What is group mentoring?
(b) Explain the role of mentoring in performance management.
- 3 (a) Explain performance reviews.
(b) What are the problems in conducting meetings? Discuss.
(c) What are the guidelines for conducting meetings? Discuss.
- 4 (a) What are the various coaching styles?
(b) Explain the process of counseling.
(c) What are the qualities of a good counselor?
- 5 (a) What is appraisal system?
(b) Explain in brief appraisal methods.
- 6 Inefficient performance appraisal system de-motives the employees"- Do you agree. Substantiate your argument with suitable examples. What are the steps to be taken for installing efficient performance appraisal systems?
- 7 (a) What is learning organization? Explain its characteristics.
(b) Explain learning approaches.
- 8 Define fringe benefits. What are the objectives of fringe benefits and factors influencing fringe benefits?
